

THE HOUSING AUTHORITY OF THE COUNTY OF KING

RESOLUTION NO. 5169

A RESOLUTION AUTHORIZING A CHANGE IN THE SYSTEM FOR CLASSIFYING JOB POSITIONS AND A REVISION TO THE ADMINISTRATIVE PAY PLAN FOR NON-REPRESENTED ADMINISTRATIVE EMPLOYEES AND AUTHORIZING THE EXECUTIVE DIRECTOR TO INCORPORATE THESE AND OTHER POLICY CHANGES INTO THE PERSONNEL POLICY AND PROCEDURES MANUAL

WHEREAS, Rebecca Ross and Associates (Consultants) has completed a Classification and Compensation Study whose purpose was to 1) ensure all King County Housing Authority positions are properly classified; 2) develop and implement a job evaluation system that ensures internal equity in pay grade assignment, and; 3) conduct a labor market compensation study to evaluate the competitiveness of current compensation levels; and,

WHEREAS, the Consultant developed an evaluation system which reflects the compensable factors valued by KCHA to classify all non-represented positions; and,

WHEREAS, the Consultant conducted a market survey of similar organizations in accordance with the Compensation Philosophy passed by the Board of Commissioner as Resolution 3048 in January 2000;

WHEREAS, the Consultant has recommended changes to KCHA's non-represented personnel compensation plan, which is expected to result in a more competitive, equitable and effective approach to the Authority's compensation system; and,

WHEREAS, the job evaluation system developed by the consultant should be used to classify future new positions at the Authority and reclassify existing positions as appropriate, and;

WHEREAS, the Compensation Philosophy should be updated to reflect the changes proposed by the Consultant.

NOW, THEREFORE, BE IT RESOLVED, BY THE BOARD OF COMMISSIONERS OF THE HOUSING AUTHORITY OF THE COUNTY OF KING:

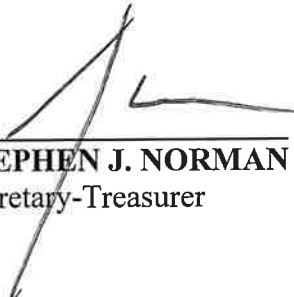
SECTION 1: The King County Housing Authority Compensation Philosophy is hereby amended, a copy of which is attached hereto and made a part hereof.


SECTION 2: The classifications and job titles listed in the attached "Position Allocation by Pay Band are hereby adopted and approved.

SECTION 3: The Administrative Pay Plan for Non-Represented Employees is hereby adopted, a copy of which is attached hereto and made a part hereof.

SECTION 4: The Executive Director is hereby authorized to incorporate the changes authorized by this resolution into the KCHA Personnel Policies and Procedures Manual (Manual). The Executive Director is further authorized to make other administrative, procedural or language change to the Manual and Compensation Policy as needed including but not limited to revisions and reclassification of job titles and job descriptions provided that significant changes in policy are approved by resolution of the Board of Commissioners.

ADOPTED BY THE BOARD OF COMMISSIONERS OF THE HOUSING AUTHORITY OF THE COUNTY OF KING AT A MEETING THEREOF THIS 16TH DAY OF JUNE 2008.


STEPHEN J. NORMAN
Secretary-Treasurer

**THE HOUSING AUTHORITY OF THE
COUNTY OF KING, WASHINGTON**

NANCY HOLLAND-YOUNG, Chair
Board of Commissioners